



# EQUALITY AND DIVERSITY POLICY

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## Introduction

KidsAid recognises our responsibility to eliminate discrimination and promote equality throughout our work and practices and that no individual should be denied equality on the grounds of their race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, and religion/belief.

KidsAid acknowledges, respects and values diversity in our trustees, staff, therapists, volunteers, and service users and has created this policy because as a charitable organisation we must ensure we meet the needs of the community through fair and appropriate employment and development of the people who work and volunteer for the charity. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our service activity.

## Our Aims

In carrying out our function as a Charitable Incorporated Organisation (CIO), KidsAid is committed to promoting equality of opportunity for all and to ensuring that no individual or group of individuals is discriminated against in the planning and delivery of any of our activities. We therefore aim to ensure that the values of equality, diversity and respect are embedded into everything we do.

KidsAid aims to:

- Provide services that are accessible according to need.
- Promote equality of opportunity and diversity in employment, volunteering, and development.
- Create positive relationships within the community and ensure that the policies of commissioners, contractors, corporate partners, and charity partners align with our own.

## About our Policy

This policy applies to all trustees, members of staff, therapists and volunteers and is intended to demonstrate KidsAid's commitment to eliminating discrimination and encouraging and valuing diversity among our trustees, staff, therapists, volunteers, community partnerships, service users and the public.

We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone.

This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

KidsAid is committed to taking positive steps to ensure that:

- Value the diversity of all and that everyone is treated with dignity and respect.
- Actively promotes diversity and equality of opportunity.
- Services are accessible, appropriate, and delivered fairly.

Wherever possible, the mix of trustees, staff, therapists, volunteers reflect a broad mix of the population of the local community.

## **Our Responsibilities**

This policy covers the behaviour of all trustees, employed staff, therapists, and volunteers at the charity. KidsAid understands that for equality to be achieved this policy needs to be made understandable and is embraced by trustees, staff, therapists, and volunteers.

All trustees, staff, therapists, and volunteers have a responsibility to ensure that their own language and actions are consistent with the charity ethos as well as the contents this policy.

This policy will be subject to agreement by the trustees.

The overall responsibility for ensuring adherence to and implementation of this policy lies with the trustees and the CEO.

## **Our Commitment**

KidsAid acknowledges our obligations under the Equality Act 2010, and we are committed to meeting them in full.

KidsAid is committed to valuing individual diversity, promoting equality of opportunity, and ensuring that all we work with are treated with dignity and respect. Our goal is to work towards tackling social exclusion, inequality, discrimination, and disadvantage. For this policy to be successful, it is essential that all trustees, staff, therapists, and volunteers are committed to and are involved in the policy delivery and to embed this practice in their day-to-day practices and external relationships.

KidsAid recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything we do. We seek to create an environment in which diversity and the contribution of all trustees, staff, therapists, and volunteers are recognised and valued in all that we do. In this way we hope to provide an example of good practice.

KidsAid recognises that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being, and quality of life. We will therefore support people to develop equalities awareness and understanding.

To ensure that we are meeting the spirit of this policy we will:

- Discuss and review our practices wherever necessary.
- Assess any significant new or revised policies and procedures for their impact on equality.
- Embed equality and diversity in our development plans.

## Objectives

KidsAid's objective is to realise our standards by:

- Regularly evaluating the service, ensuring continuous improvement and that equality and diversity principles are achieved and that we have met with the needs of individuals and groups.
- Working in partnership within the community to provide an accessible and relevant service provision that responds to our service users' needs.
- Ensuring trustees, staff, therapists, and volunteers are representatives of the community we serve and that our employment policies are fair and robust.
- Responding to staff and volunteer's needs and encouraging their development to increase their contribution to effective service delivery.
- Recognising and valuing the differences and individual contribution that all people make.
- Challenging discrimination.
- Providing fair resource allocation.
- Being accountable for our actions.

## Method of Implementation

KidsAid intends to implement this policy by:

- Ensuring that trustees, staff, therapists, and volunteers are made aware, understand, agree with, and are willing to implement, this policy. All staff, therapists and volunteers will be given a copy of this policy as part of their induction programme.
- Actively encouraging trustees, staff, therapists, and volunteers to participate in anti-discriminatory training and making time and resources available for such training.
- Monitoring our service, publicity and events provided by KidsAid, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

## Monitoring and Reviewing

KidsAid has declared our commitment to establishing, developing, implementing, and reviewing a policy of equality and diversity. Effective record keeping and monitoring, and acting on information gathered, are essential to measure effectiveness and plan progress.

The CEO will annually review the effectiveness of this policy and engage the board of trustees in this process in accordance with the charity's governance framework.